

Side Letter of Agreement
between
The Superior Court of California County of Amador
and
The Service Employees International Union, Local 1021
General Employees Representation Unit

The Superior Court of California, County of Amador (Court) and Service Employees International Union, Local 1021, General Employees Representation Unit (Union) enter into this Side Letter of Agreement and hereby agree to the following:

(1) Meaning and Effect

Unless otherwise stated, the financial provisions of this Side Letter of Agreement (regarding wage and classification schedules, medical plan contribution levels and cash in lieu amounts – referred to as the “Side Letter”) supersede any inconsistent, conflicting or redundant provisions of the parties’ Memorandum of Understanding, October 1, 2015 through September 30, 2018 (referred to as the “MOU”), and all of the parties’ subsequent side letters of agreement entered into by the parties between 2018 to present.

(2) Waiver of the Right to Reopen the MOU and Extension of MOU Term

In consideration for the Union’s agreement to: (a) waive its right to reopen the MOU, and (b) extend the parties’ MOU via Side Letter for an additional one (1) year, through **September 30, 2026**, the Court agrees to the following:

- (a) A 5% base wage increase effective the first pay period following execution of this Side Letter (see attached Exhibit A, revised wage and classification schedule, incorporated herein by reference);
- (b) The addition of “Step G” to the wage and classification schedule (see attached Exhibit A), effective January 1, 2025;
- (c) An increase to Court medical plan contribution levels and cash in lieu amounts, effective the first pay period following execution of this Side Letter. The Court shall increase cash in lieu contributions for employees in the represented unit to \$337.50 per pay period (\$675.00 per month). The increase to medical plan contributions is memorialized at Exhibit B, incorporated herein by reference; and
- (d) The provisions of the parties’ MOU and the Court Personnel Manual otherwise remain in full force and effect except that the parties shall negotiate amendments to the non-financial components of the MOU. It is the parties’ intent to revise the non-financial components of the MOU to reflect updates in current law, to remove inconsistencies between the Personnel Manual and the MOU, and to reflect non-financial best practices, to be negotiated in good faith by the parties.

(3) **Term of Side Letter**

This Side Letter shall become effective upon the date of execution of this Side Letter. The provisions of this Side Letter shall terminate on September 30, 2026.

Agreed to on this 20th day of December, 2024, by the parties' authorized representatives.

Representatives for the Court

Andrea C. Sexton Digitally signed by
Andrea Sexton 12/20/24

Andrea C. Sexton, CEO **Date**

Representatives for SEIU, Local 1021, General Unit

 1/2/25

Cheryl Harris, Field Representative **Date**

 12/23/24

Aimee Carter, Bargaining Team Member **Date**

 12/23/2024

Terri Moyer, Bargaining Team Member **Date**

 1/6/25

Bill Petrone, Regional Director, SEIU 1021 **Date**

 1/20/25

David Canham, Executive Director, SEIU 1021 **Date**

EXHIBIT A

Effective Immediately 5% Increase + Add New Step G	New Step						
	A	B	C	D	E	F	G
Sr Court Reporter	39.35	41.32	43.39	45.56	47.83	50.22	52.73
Court Reporter	37.49	39.37	41.34	43.40	45.57	47.85	50.24
Sr Court Reporter Real Time	41.32	43.39	45.56	47.83	50.22	52.73	55.37
Court Reporter Real Time	39.37	41.34	43.40	45.57	47.85	50.24	52.75
Sr Collections Specialist	27.78	29.17	30.64	32.17	33.78	35.47	37.24
Court Collections Specialist	19.03	19.99	20.98	22.03	23.14	24.30	25.52
Lead Court Clerk	30.04	31.55	33.12	34.78	36.52	38.35	40.27
Court Clerk IV	27.25	28.61	30.04	31.54	33.12	34.78	36.52
Court Clerk III	23.68	24.87	26.11	27.41	28.79	30.23	31.74
Court Clerk II	20.60	21.63	22.71	23.86	25.05	26.30	27.62
Court Clerk I	17.92	18.82	19.75	20.75	21.78	22.87	24.01
Court Custodian	19.31	20.27	21.29	22.35	23.47	24.64	25.87

EXHIBIT B**PERS GOLD INSURANCE PLAN**

GOLD Employee Only (EE)	
2025 Monthly Rates	
EE Gold	1,013.70
EE Dental	37.50
EE Vision	10.60
Total	1,061.80
Current Court Contribution	835.00
Court Contribution 1/1/25	1,061.80
Employee out of pocket per month \$	-
Per pay period \$ -	

Employee Plus One (EE + 1)	
2025 Monthly Rates	
EE+1 Gold	2,027.40
Dental	67.50
Vision	15.40
	2,110.30
Current Court Contribution	1,327.00
Court Contribution 1/1/25	1,667.20
Employee out of pocket per month \$	443.10
Per pay period	\$221.55

Family	
2025 Monthly Rates	
Family Gold	2,635.62
Dental	110.30
Vision	27.30
	2,773.22
Current Court Contribution	1,592.00
Court Contribution 1/1/25	2,102.30
Employee out of pocket per month \$	670.92
Per pay period	\$335.46

PERS PLATINUM INSURANCE PLAN

PLATINUM Employee Only (EE)

2025 Monthly Rates

EE Platinum	1,476.10
EE Dental	37.50
EE Vision	10.60
Total	<u>1,524.20</u>

Current Court Contribution 835.00

Court Contribution 1/1/25 1,061.80

Employee out of pocket **per month** \$ 462.40

Per pay period \$231.20

Employee Plus One (EE +1)

2025 Monthly Rates

EE+1 Platinum	2,952.20
Dental	67.50
Vision	15.40
	<u>3,035.10</u>

Current Court Contribution 1,327.00

Court Contribution 1/1/25 1,667.20

Employee out of pocket **per month** \$ 1,367.90

Per pay period \$683.95

Family

2025 Monthly Rates

Family Platinum	3,837.86
Dental	110.30
Vision	27.30
	<u>3,975.46</u>

Current Court Contribution 1,592.00

Court Contribution 1/1/25 2,102.30

Employee out of pocket **per month** \$ 1,873.16

Per pay period \$936.58

KAISER INSURANCE PLAN

KAISER Employee Only (EE)

2025 Monthly Rates

EE Kaiser	1,112.90
EE Dental	37.50
EE Vision	10.60
Total	<u>1,161.00</u>

Current Court Contribution 835.00

Court Contribution 1/1/25 1,061.80

Employee out of pocket per month \$ 99.20

Per pay period \$49.60

Employee Plus One (EE +1)

2025 Monthly Rates

EE+1 Kaiser	2,225.80
Dental	67.50
Vision	15.40
	<u>2,308.70</u>

Current Court Contribution 1,327.00

Court Contribution 1/1/25 1,667.20

Employee out of pocket per month \$ 641.50

Per pay period \$320.75

Family

2025 Monthly Rates

Family Kaiser	2,893.54
Dental	110.30
Vision	27.30
	<u>3,031.14</u>

Current Court Contribution 1,592.00

Court Contribution 1/1/25 2,102.30

Employee out of pocket per month \$ 928.84

Per pay period \$464.42